



# Innisfail State College

## Annual Implementation Plan

2022

DoE Strategic Plan 2020-2024	State Schools Improvement Strategy 2021-2025	School Drivers	Actions	People and Resources	Performance Measures (What we will measure and achieve in a year)	Professional Development to build capability and capacity of staff aligned to school drivers
<b>PRECISION</b>  <b>ALIGNMENT</b>  <b>INTENTIONAL COLLABORATION</b>	<b>Wellbeing</b>  <b>Partnerships</b>  <b>Performance</b>  <b>Capability</b>  <b>Pedagogy</b>  <b>Inclusion</b>	<b>Academic success</b>	Continue to embed the whole school moderation cycle aligned to relevant syllabus documentation, strengthening the ISC ways of working (teaching and learning). Continue to utilise a <i>Three Level Planning</i> approach to curriculum planning, embedding the AC, ensuring planning, assessment and moderation are contextualised and differentiated. Systematically support staff professional learning through an APDP process that aligns PD through modelling, mentoring, observation, feedback and coaching of all staff Provide leaders and key staff professional development in instructional leadership aligned to pedagogy	DP Curriculum, Curriculum HODs, teaching staff DP Curriculum, DP Inclusion, Curriculum HODs, teaching staff Principal, Deputy Principals, HODs, teaching staff DP Curriculum, Curriculum HODs	Moderation process implemented with clearly articulated protocols All planning uploaded to ISC Curriculum SharePoint and quality assured All staff complete APDP process  PD for curriculum HODs and teaching staff	Knowledge of Australian Curriculum and application of planning documents Moderation cycle Three levels of planning Development of marking guides Knowledge of agreed Pedagogical Framework Universal Design for Learning / Response to Intervention Active differentiation
			Develop a whole school approach to pedagogy through the lens of Explicit Teaching addressing writing demands in learning areas	DP Curriculum, Curriculum HODs, teaching staff	Reinvigoration of elements of ET, HITs and other pedagogy approaches collaboratively selected Develop draft I-Step program and source community partnerships	Working party to develop the I-Step program – Career Education Program Transition Pathway options for Innisfail
			Support students to make informed and confident decisions about their educational pathways so they can engage purposefully with high quality learning opportunities through our school and external learning providers	DP Senior Schooling, HOD Senior Schooling VET Coordinator, Guidance Officer, Transition Pathways Officer, Work Experience Coordinator DP Senior Schooling DP Senior Schooling, HODs Curriculum	Tracking of senior data and VET offerings	Knowledge of QCE system and processes Queensland Curriculum and Assessment Authority Queensland Tertiary Admissions Centre
			Maintain and refine senior schooling structures Create a whole school coaching framework to enhance mentoring and coaching processes to guide and support the professional growth of teachers			
			Targeted upskilling of individual HODs and teachers in planning and delivering differentiated teaching and learning Implement early intervention for Diverse Learners	DP Inclusion, Inclusion team, teaching staff	Develop whole school coaching framework Work with HODs with effective Coaching and Mentoring techniques. Update observation templates	Coaching and mentoring guidelines – Development of the whole school coaching framework Accreditation of Mentoring and Classroom Coaching
		<b>Engagement &amp; Wellbeing</b>	Further promote high expectations for student learning and behaviour through a consistent and sustained approach for the implementation of the Student Code of Conduct and PBL: Continue to embed whole school and classroom PBL policies, routines and practices through a consistent approach, supported by coaching and mentoring Full development and implementation of the ISC school-wide acknowledgment system Tier 2 & 3 intervention formalisation (including ALP, Flexispace and off-campus facility) Implement, review and embed the college attendance plan A clear process for the Annual Performance Development Plan Trial co-teaching between mainstream and inclusion teachers Formalisation of process for Students at Risk/ Students with Diverse Learning Needs	DP PBL HOD Cluster HOD Student Services HOD Curriculum Teaching Staff RO Engagement Team  DP Inclusion Inclusion team Regional office – Diverse Learners	Behaviour data ISC Behaviour and Referral Model SET & EBS Surveys Alternative Program Model APDP whole school processes  Inclusive Education Policy Inclusion teacher timetables Cluster transition program	Topics at staff and faculty meetings (agenda's / minutes) Classroom PBL Whole School PBL Functional Behaviour Analysis training (SS HODs) Student Code of Conduct orientation  Inclusive Policy professional development
			ISC will build leadership to develop a shared commitment to fostering collaborative networks within faculties and across the school community to drive improvement ISC will strengthen instructional leadership by developing clear leadership roles, responsibilities and accountabilities for leaders and key staff. Enhancement of the impact of leadership in the school will be built through ongoing and collaborative leadership capability development.	Executive Team Leadership team Teaching staff Regional Office Facilitators Other professional development	Collaboratively developed leadership protocols ADDP whole school process Leadership teams self-evaluations	Leadership meetings Leadership protocols Staff meetings Focused and specific leadership training to promote cohesiveness and effectiveness
		<b>Leadership &amp; governance</b>	Develop a college data plan that clearly articulates the types of data and timelines for collection in conjunction with responsibilities for collection, recording and use of this data	Principal and DP JSS	Data plan	
			Staff and students work and learn in safe, inviting, stimulating well-resourced and environmentally sustainable school facilities.	Business Manager School Facility Officer Regional Office Facilities Team Business Manager Regional Finance Team	Staff and Student satisfaction with facilities. Completion of refurbishment of K Block amenities. Completion of Flexispace within timelines. Refurbishment of off campus site at Innisfail Primary School. Budget approved and adjusted where needed to meet needs. PDP initial meetings by End Term 1 Follow up PDP meetings Term	Leadership meetings Attendance at Schools Officers Association workshops Development of Facilities and resources committee. Finance /HR Roadshow – SBMAQ
			Staff and students benefit from the college's strong financial position and innovative, responsive and flexible resourcing.  Staff and students are supported by well-resourced and professional staff who provide responsive and high-quality services	Business Manager SBMAQ Professional Development		BM attendance at SBMAQ Conference Sept 2022 Online OneSchool Webinars

This plan has been developed in consultation and is a statement of direction that meets school needs and systemic requirements for 2022.

Principal

P & C President

Assistant Regional Director